19. Has the district implemented a co-ed P.E. program for all activities (except actual participation in contact sports) at all grade levels?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not yet implemented a co-ed program.	2	2	2	2
B. District has implemented a co-ed program for some (at least 50%) of its P.E. activities (excluding actual playing in contact sports).	7	9	6	6
C. District has implemented a co-ed P.E. program for 100% of its P.E. activities (excluding actual playing in contact sports) at all grade levels.	2	10	5	9
D. District has implemented a co-ed P.E. program at all grade levels; furthermore, district frequently conducts on-site observations of P.E. classes (or interviews with P.E. students) to ensure that activities in P.E. classes (except actual playing in contact sports) are actually conducted on a co-ed basis.	3	5	0	4
E. Affirmative action is in evidence.	4	3	1	4
F. Does not apply.	0	1	0	0

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.0233	0.2000	-0.3333	-1.0000
D.	0.0233	1.0000	-0.4182	-1.0000	-1.0000
C.	0.2000	-0.4182	1.0000	-0.8940	-1.0000
B.	-0.3333	-1.0000	-0.8940	1.0000	-1.0000
A.	-1.0000	-1.0000	-1.0000	-1.0000	1.0000

20. Has the district taken steps to ensure that instruction in all P.E. courses and activities (including contact sports) is provided in a manner that is free from gender bias and compatible with Title IX?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not reviewed the manner in which instruction is provided in P.E. classes and activities.	4	7	6	4
B.	District has reviewed instructional procedures in P.E. classes and activities.	5	6	5	8
C.	District has established a P.E. policy that requires that instruction in all P.E. courses/activities (including contact sports) be provided in the same way for students of both sexes.	2	11	2	9
D.	District has further assured itself that P.E. instruction is provided in a manner that is free from gender bias by making frequent on-site observations of P.E. instruction periods (or by interviewing students, staff, etc.): district has identified any problems in this area.	4	2	1	4
E.	Affirmative action is in evidence.	3	4	0	3
F.	Does not apply.	0	0	0	0

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-1.0000	-0.3253	0.6832	-1.0000
D.	-1.0000	1.0000	0.4366	-0.5238	-0.1667
C.	-0.3253	0.4366	1.0000	-0.3388	-1.0000
B.	0.6832	-0.5238	-0.3388	1.0000	-1.0000
A.	-1.0000	-0.1667	-1.0000	-1.0000	1.0000

21. Has the district taken steps to ensure that P.E. facilities and physical resources are allocated in an equitable manner that is free of gender bias and compatible with Title IX?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not reviewed the allocation and use of facilities to identify possible gender biases.	5	9	5	0
B.	District has reviewed all policies, procedures, and written documents pertaining to the use of P.E. facilities and has identified all inequities in the allocation of physical resources (e.g., inequities in the favorability of schedules for facility use, purchase, use and repair of equipment).	2	4	3	1
C.	District has further investigated the allocation and use of facilities to determine that in classes, facilities and physical resources (e.g., playing fields, tennis courts, swimming pools, weight and gymnastics equipment, gymnasia, locker room equipment, etc.) are equally available to female and male students; inequities have been identified.	2	3	4	10
D.	District has taken positive steps to remove any inequities identified in the use and allocation of P.E. facilities and physical resources.	4	12	5	10
E.	Affirmative action is in evidence.	2	4	1	3
F.	Does not apply.	0	1	0	0

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-0.1429	0.0566	-0.2308	-1.0000
D.	-0.1429	1.0000	-0.3684	0.5000	-0.4595
C.	0.0566	-0.3684	1.0000	-0.0588	-1.0000
B.	-0.2308	0.5000	-0.0588	1.0000	-1.0000
A.	-1.0000	-0.4595	-1.0000	-1.0000	1.0000

22. Has the district taken steps to ensure that the P.E. program provides students with a range of activity options that allows them to pursue their interests in an environment free of gender bias?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not undertaken any review of or restructuring of its P.E. course/activities options in connection with its Title IX compliance efforts.	4	7	3	1
B.	District has expanded the range of P.E. activity options open to students, but has not based this on any survey of student interest.	6	8	4	5
C.	District has conducted a survey of student P.E. activity interests and has revised its range of P.E. activity options in accord with this survey.	3	5	5	10
D.	District periodically re-surveys students and revises its P.E. activity options accordingly.	4	5	3	4
E.	Affirmative action is in evidence.	2	5	1	4
F.	Does not apply.	0	0	0	0

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-0.5342	0.4953	0.5342	-1.0000
D.	-0.5342	1.0000	0.0566	-1.0000	-0.0667
C.	0.4953	0.0566	1.0000	-1.0000	-0.4182
B.	-0.5342	-1.0000	-1.0000	1.0000	-1.0000
A.	-1.0000	-0.0667	-0.4182	-1.0000	1.0000

23. Has the district taken steps to ensure that P.E. staff are treated in a fair and equitable manner that is free of gender bias and compatible with Title IX?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not reviewed and evaluated its policies and practices regarding treatment of P.E. staff, nor has it interviewed its P.E. staff to ascertain possible gender biases.	4	9	4	0
B.	District has reviewed distribution of class and activity assignments, allocation of fiscal and space resources, extra pay, etc., and has identified any inequities in the treatment of P.E. staff.	3	8	1	6
C.	District has further investigated the treatment of P.E. staff by interviewing P.E. staff members and soliciting their perceptions of any inequities in staff treatment.	4	2	1	3
D.	Based on information collected in "B" and "C" above, district has taken positive steps to eliminate inequities in treatment of P.E. staff.	3	5	2	9
E.	Affirmative action is in evidence.	2	5	3	6
F.	Does not apply.	0	1	1	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-0.1852	-0.1429	-0.7910	0.2414
D.	-0.1852	1.0000	-0.1429	-0.3792	-1.0000
C.	-0.1429	-0.1429	1.0000	0.1200	-1.0000
B.	-0.7910	-0.3793	0.1200	1.0000	0.1034
A.	0.2414	-1.0000	-1.0000	0.1034	1.0000

24. Has the district involved the P.E. staff in the process of implementing Title IX?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not involved P.E. staff in the process of implementing Title IX.	2	4	2	2
B. District has minimally involved P.E. staff in formulating plans for Title IX implementation.	5	8	6	7
C. District has considered P.E. staff attitudes as important to successful implementation of Title IX; hence it has substantially involved the staff in planning Title IX implementation.	4	5	3	4
D. District has sponsored activities such as inservice training to facilitate positive attitudes and enthusiastic acceptance of Title IX among P.E. staff members.	4	6	0	6
E. Affirmative action is in evidence.	3	2	1	4
F. Does not apply.	0	2	2	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.2857	0.4366	-0.3514	-1.0000
D.	0.2857	1.0000	-0.3725	-1.0000	-1.0000
C.	0.4366	-0.3725	1.0000	-1.0000	-1.0000
B.	0.3514	-1.0000	-1.0000	1.0000	-1.0000
A.	-1.0000	-1.0000	-1.0000	-1.0000	1.0000

25. Does the district have and maintain a written general plan for evaluating and achieving complaince with the Title IX regulations pertaining to school athletics?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has no general plan for implementing Title IX's requirements regarding athletics.	6	15	7	8
B. District is in the process of writing a general plan for Title IX implementation.	0	4	0	4
C. District has a written general plan for compliance with Title IX's regulations pertaining to athletics, and this plan is adequate in its detail, scope, and faithfulness to law.	4	5	5	4
D. District has an adequate written plan, and it has been maintaining the plan by implementing prescribed program changes on schedule.	4	2	1	3
E. Affirmative action is in evidence.	4	3	2	4
F. Does not apply.	0	0	0	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.7255	0.7117	-1.0000	-0.8512
D.	0.7255	1.0000	0.7255	-1.0000	-1.0000
C.	0.7117	0.7255	1.0000	-1.0000	-1.0000
B.	-1.0000	-1.0000	-1.0000	1.0000	-1.0000
A.	-0.8512	-1.0000	-1.0000	-1.0000	1.0000

26. Has the district involved the athletic coaching staff in the process of implementing Title IX, and has the district provided additional services (e.g., inservice training) to facilitate positive staff acceptance of Title IX implementation in athletics?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District does not recognize need for staff development/inservice to insure a positive implementation of Title IX in athletics.	5	6	4	2
B. Some of the coaching staff were involved in Title IX discussions, review, and analysis, and in accomplishing or completing the needed subsequent changes; inservice activities were not deemed necessary.	8	13	7	11
C. While involvement of key coaching staff continues in planning for Title IX implementation, district is also providing inservice to entire athletic staff.	0	2	0	6
D. Involvement of all athletic personnel was paramount in all Title IX reviews, analysis and subsequent needed changes in the policy, programs, procedures and philosophy tenet; inservice opportunities were provided to insure a smooth, positive implementation of the spirit and the letter of the law as it affects athletics.	3	3	1	2
E. Affirmative action is in evidence.	3	2	1	2
F. Does not apply.	0	2	0	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-1.0000	0.3548	-0.7778	-1.0000
D.	-1.0000	1.0000	-1.0000	-1.0000	-1.0000
C.	0.3548	-1.0000	1.0000	-0.5789	-1.0000
B.	-0.7778	-1.0000	-0.5789	1.0000	-0.7778
A.	-1.0000	-1.0000	-1.0000	-0.7778	1.0000

27. Has the district taken steps to ensure that boys' and girls' athletic programs are comparable in terms of equipment, supplies and practice and game schedules?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not reviewed athletic programs for comparability of equipment, supplies and scheduling.	4	7	2	0
B.	District has reviewed distributions of athletic equipment, supplies and schedules and has identified inequities.	2	9	5	7
C.	District has made minor adjustments in the allocation of facilities and equipment, and in the scheduling of practices and games. Inequities still exist.	4	5	5	9
D.	District has developed an intermediate plan for equalization of existing resources and/or a long-term plan for further equalization of resources (when capital outlay permits).	5	6	1	8
E.	Affirmative action is in evidence.	3	5	1	4
F.	Does not apply.	0	2	1	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.2593	-0.6697	-0.1111	-1.0000
D.	0.2593	1.0000	-0.5918	-0.2903	-1.0000
C.	-0.6697	-0.5918	1.0000	-0.0667	-1.0000
B.	-0.1111	-0.2903	-0.0667	1.0000	-1.0000
A.	-1.0000	-1.0000	-1.0000	-1.0000	1.0000

28. Has the district taken steps to ensure that boys's and girls' athletic programs are comparable in terms of publicity and general school support (e.g., from faculty, from spirit groups, etc.)?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not yet undertaken a comparative review of publicity and support accorded both boys' and girls' athletic programs.	6	10	5	1
B. District is reviewing publicity and school support for athletics (including local and school newspapers, booster club announcements, pep club posters and banners, etc.) and has identified problem areas (e.g., gender disparities in amount and status of athletic publicity, disparities in amount and status of spirit group support, scheduling of school's major rallies, assemblies and festivities to support male varsity football events, organizing major faculty social events to correspond to traditional homecoming or "big game" events, etc.)	3	9	6	10
C. District has completed review of publicity and school support for athletics, has identified inequities, and has developed plans for corrections of problem areas.	3	2	0	4
D. District has taken positive, programmatic steps to eliminate gender biases in publicity and school support for athletics (as identified in "B" and "C" above.	2	2	2	5
E. Affirmative action is in evidence.	0	1	1	4
F. Does not apply.	2	2	0	1

Scale Item Correlations (Yule's Q)

	E	E	C	B	A
E.	1.0000	-0.1688	0.7647	-0.6842	0.3846
D.	-0.1688	1.0000	0.1000	-0.5789	-1.0000
C.	0.7647	0.1000	1.0000	-0.0714	-1.0000
B.	-0.6842	-0.5789	-0.0714	1.0000	-1.0000
A.	0.3846	-1.0000	-1.0000	-1.0000	1.0000

29. Has the district taken steps to ensure that athletic programs afford equitable opportunities for awards, scholarships and recognition for girl and boy athletics?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not yet reviewed athletics award procedures and practices to ensure compliance with Title IX.	6	10	4	2
B. District has reviewed all regulations, procedures, and written descriptive material pertaining to the award of athletic honors and scholarships, and has identified all discriminatory requirements and all gender-biased language.	1	8	3	4
C. District has further analyzed student opportunities available for athletic awards, recognition and scholarships (including the number and scope of athletic banquets, the distribution of athletic jackets and letters, etc.) and has identified more subtle inequities in the awarding of athletic honors.	3	3	0	2
D. Based on "B" and "C" above, district has taken steps to ensure that awards are comparable in all sports, and the same in like sports, and that opportunities for recognition are equitable for boys' and girls' athletics.	5	5	4	11
E. Affirmative action is in evidence.	1	0	6	3
F. Does not apply.	0	2	0	2

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-0.3469	-0.0286	-0.7349	-0.4118
D.	-0.3469	1.0000	0.3333	0.4194	-1.0000
C.	-0.0286	0.3333	1.0000	0.6889	-1.0000
B.	-0.7349	0.4194	0.6889	1.0000	-1.0000
A.	-0.4118	-1.0000	-1.0000	-1.0000	1.0000

30. Has the district taken steps to ensure that athletic budgets are comparable with respect to the needs and interests of students?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. No data has been collected for comparison of male and female athletic budgets.	4	11	2	2
B. Data has been collected and analyzed to determine if athletic budgets are comparable with respect to needs of all students.	4	6	5	7
C. District is in the process of developing equitable procedures for budget allocation and implementation.	1	3	2	10
D. Full compliance regarding budget allocations was achieved no later than July 21, 1978.	4	4	2	1
E. Affirmative action is in evidence.	2	2	2	0
F. Does not apply.	0	1	2	2

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-1.0000	-0.3953	0.1304	-1.0000
D.	-1.0000	1.0000	-0.1765	-1.0000	-1.0000
C.	-0.3953	-0.1765	1.0000	-0.7647	-1.0000
B.	0.1304	-1.0000	-0.7647	1.0000	-1.0000
A.	-1.0000	-1.0000	-1.0000	-1.0000	1.0000

31. Has the district taken steps to ensure that efforts and procedures for recruitment from the student body of athletes for participation in athletic programs are of comparable scope and intensity?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	No review of recruitment practices has taken place.	7	12	6	4
B.	A review of recruitment efforts has been made, inequities discovered and analyzed and plans made for the overcoming of the identified shortcomings.	1	2	2	1
C.	District is in process of implementing plans for equitable athletic recruitment of both female and male students.	0	2	2	5
D.	District has eliminated gender biases from procedures for recruitment of student athletes.	2	3	2	4
E.	Affirmative action is in evidence.	0	1	4	3
F.	Does not apply.	4	5	1	6

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-0.0769	-0.3333	-1.0000	-0.0769
D.	-0.0769	1.0000	-0.5849	0.6842	-1.0000
C.	-0.3333	-0.5849	1.0000	0.1429	-1.0000
B.	-1.0000	0.6842	0.1429	1.0000	-1.0000
A.	-0.0769	-1.0000	-1.0000	-1.0000	1.0000

32. Has the district taken steps to ensure that the athletic staff are treated in a fair and equitable manner that is free of gender bias and compatible with Title IX?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not reviewed and evaluated its policies and practices regarding treatment of athletic staff to ascertain possible gender biases.	6	8	4	3
B. District has reviewed distribution of coaching assignments, allocation of fiscal and space resources, coaching pay rates, etc., and has identified inequities in the treatment of athletic staff.	2	10	4	6
C. District has further investigated the treatment of athletic staff by interviewing athletic staff members and soliciting their perceptions of any inequities in staff treatment.	3	1	1	2
D. Based on information collected in "B" and "C" above, district has taken positive steps to eliminate inequities in the treatment of athletic staff.	3	4	2	11
E. Affirmative action is in evidence.	3	1	2	1
F. Does not apply.	0	3	2	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.2381	1.0000	-0.6716	-1.0000
D.	0.2381	1.0000	0.0000	-0.3846	-0.7500
C.	1.0000	0.0000	1.0000	0.0000	-1.0000
B.	-0.6716	-0.3846	0.0000	1.0000	-0.7500
A.	-1.0000	-0.7500	-1.0000	-0.7500	1.0000

33. Has the district reviewed its written employment policies, job descriptions, etc., to ensure that these are free from gender bias and compatible with Title IX?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not inaugurated a thorough review of its written employment policies.	2	7	2	1
B. District has begun a thorough review of written employment policies, job eligibility requirements, job description, etc., and is presently identifying areas of non-compliance.	2	10	6	6
C. District has completed a thorough review of its written employment policies, job eligibility requirements, etc., and has recommended policy changes for the Board.	5	6	2	5
D. Through Board and Administrative action, written district employment policies, job eligibility requirements, job descriptions, etc., have been modified and are currently being implemented to achieve compliance with Title IX.	5	7	6	12
E. Affirmative action is in evidence.	2	3	2	6
F. Does not apply.	0	0	0	0

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.0000	0.5670	-0.3548	-1.0000
D.	0.0000	1.0000	0.4286	-0.6000	-0.4468
C.	0.5670	0.4286	1.0000	0.5464	-1.0000
B.	-0.3548	-0.6000	0.5464	1.0000	-1.0000
A.	-1.0000	-0.4468	-1.0000	-1.0000	1.0000

34. Has the district reviewed its job recruitment procedures to ensure that they are free of gender bias and compatible with Title IX?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not reviewed its job recruitment procedures.	2	7	3	1
B. District has reviewed some recruitment and job advertisement practices for gender bias, but has not yet changed existing practices.	6	11	7	4
C. District has made extensive changes in job recruitment and advertising practices.	3	6	1	5
D. District has analyzed and identified under-represented areas for a recruitment program.	4	5	5	8
E. Affirmative action is in evidence.	2	5	1	8
F. Does not apply.	0	1	0	0

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.2174	0.6522	-1.0000	-1.0000
D.	0.2174	1.0000	0.0566	-0.4545	-0.4182
C.	0.6522	0.0655	1.0000	-1.0000	-1.0000
B.	-1.0000	-0.4545	-1.0000	1.0000	0.3793
A.	-1.0000	-0.4182	-1.0000	0.3793	1.0000

35. Has the district reviewed its employment interview procedures to ensure that they are free of gender bias and compatible with Title IX?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not reviewed its employment interview procedures.	8	9	5	2
B.	District has reviewed the pre-employment interview procedures and has implemented changes.	5	6	7	6
C.	District provides training to job interviewers regarding the conduct of a "legal" interview.	0	9	1	6
D.	District has further analyzed its hiring patterns, has analyzed male and female ratios of applicants at each step of the pre-employment process, has identified those steps that adversely affect the diversity of the applicant pool, and has taken positive steps to eliminate discrimination in these pre-employment application steps.	2	2	0	4
E.	Affirmative action is in evidence.	1	4	1	7
F.	Does not apply.	0	0	0	0

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.4615	0.0667	-0.3684	-1.0000
D.	0.4615	1.0000	0.5385	-0.0769	-1.0000
C.	0.0667	0.5385	1.0000	0.3714	-1.0000
B.	-0.3684	-0.0769	0.3714	1.0000	-1.0000
A.	-1.0000	-1.0000	-1.0000	-1.0000	1.0000

36. Has the district reviewed the gender distribution of employees, (e.g., in teaching, coaching, administrative assignments, etc.), identified inequities, and formulated affirmative action goals, strategies and timetables based on this review?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not reviewed the gender distribution of employees.	3	7	4	3
B.	District has collected and analyzed data on the gender distribution of employees, and has identified those job categories in which gender disparities exist.	5	5	5	6
C.	Based upon information noted in "B" above, district has established an Affirmative Action policy that sets goals and timetable for equalization of gender distributions in jobs where gender disparities exist.	1	5	3	5
D.	The Board and the Administration have adopted Affirmative Action Policy established through "B" and "C" above.	5	4	2	5
E.	Affirmative action is in evidence.	3	4	1	4
F.	Does not apply.	0	1	1	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.2857	-0.1053	-0.2500	-1.0000
D.	0.2857	1.0000	0.4845	-0.0680	-1.0000
C.	-0.1053	0.4845	1.0000	-0.0680	-1.0000
B.	-0.2500	-0.0680	-0.0680	1.0000	-1.0000
A.	-1.0000	-1.0000	-1.0000	-1.0000	1.0000

37. Has the district reviewed all staff insurance, health and other fringe benefits to ensure that these are free of gender bias and compatible with Title IX?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not reviewed staff insurance, health and other fringe benefits for gender bias problems.	5	7	2	1
B. District has reviewed all staff insurance, health, and other fringe benefits and has identified all gender inequities (e.g., different life insurance benefits for males and femlaes, total health insurance coverage for males/exemption of hynecological or pregnancy coverage for females, etc.).	5	9	7	9
C. District has developed interim and/or long term plans for eliminating inequities identified in "B" above.	0	2	0	0
D. District has taken steps to eliminate inequities identified in "B" above.	4	6	1	8
E. Affirmative action is in evidence.	1	5	3	4
F. Does not apply.	0	1	0	1

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-0.7647	99.0000	-0.4737	-1.0000
D.	-0.7647	1.0000	99.0000	-0.7594	-1.0000
C.	99.0000	99.0000	1.0000	99.0000	99.0000
B.	-0.4737	-0.7594	99.0000	1.0000	-1.0000
A.	-1.0000	-1.0000	99.0000	-1.0000	1.0000

38. Has the district reviewed all staff development programs (particularly those that are directed toward development of administrators and coaches) to ensure that these are free of gender bias and compatible with Title IX?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not reviewed its staff development programs for gender bias.	8	11	7	5
B. District analyzed the gender distribution of participants in staff development programs and has identified any gender inequities.	1	2	2	5
C. District has further analyzed its staff development programs and has identified those advertising, recruitment, and operational procedures that limit participation by staff of either sex.	2	5	0	1
D. District has taken positive steps to eliminate gender inequities identified in "B" and "C" above (or has certified, upon review, that no inequities exist).	2	2	2	8
E. Affirmative action is in evidence.	1	4	2	3
F. Does not apply.	0	2	2	2

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-0.4694	1.0000	-0.3023	-0.4694
D.	-0.4694	1.0000	-1.0000	-0.3714	-1.0000
C.	1.0000	-1.0000	1.0000	-1.0000	-1.0000
B.	-0.3023	-0.3714	-1.0000	1.0000	-0.7260
A.	-0.4694	-1.0000	-1.0000	-0.7260	1.0000

39. Has the district reviewed its pay scales and compensation rates for classified employees to ensure that these are free of gender bias and compatible with Title IX? For certificated employees?

RESPONSES	Frequencies			
	Pre-Test		Post-Test	
	Control	Exper.	Control	Exper.
A. District has not reviewed its pay scales and compensation rates in connection with Title IX.	6	12	4	1
B. District has begun to review pay scales and compensation rates and has identified inequities based on gender-sterotyping of job classifications (e.g., secretaries earn considerably less than custodians/grounds-keepers).	1	6	5	7
C. District has developed a plan for elimination of inequities identified in "B" above.	1	2	2	4
D. District has implemented a new compensation system that is free of gender bias.	5	4	0	5
E. Affirmative action is in evidence.	2	2	2	6
F. Does not apply.	0	1	0	2

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	0.0000	-0.1765	-0.6667	-1.0000
D.	0.0000	1.0000	0.0000	-0.4545	-1.0000
C.	-0.1765	0.0000	1.0000	0.3333	-1.0000
B.	-0.6667	-0.4545	0.3333	1.0000	1.0000
A.	-1.0000	-1.0000	-1.0000	-1.0000	1.0000

40. Has the district reviewed its use and treatment of staff to ensure that these are free of gender bias and compatible with Title IX?

RESPONSES		Frequencies			
		Pre-Test		Post-Test	
		Control	Exper.	Control	Exper.
A.	District has not reviewed its use and treatment of staff in connection with Title IX.	4	11	4	4
B.	District reviewed its policies regarding use and treatment of staff (including staff activity assignments in school, allocation of extra duties/pay, etc.) and has identified problem areas (e.g., those practices which discriminate against staff on the basis of sex or which establish sex-stereotyped roles for use of staff).	2	9	7	4
C.	District has developed plans to eliminate inequities in the use of treatment of staff identified in "B" above.	2	1	0	4
D.	District has taken steps to remedy problem areas identified in "B" above.	4	1	2	5
E.	Affirmative action is in evidence.	2	3	0	4
F.	Does not apply.	0	2	1	2

Scale Item Correlations (Yule's Q)

	E	D	C	B	A
E.	1.0000	-1.0000	0.0000	-0.1765	-0.3462
D.	-1.0000	1.0000	0.2632	0.1304	-1.0000
C.	0.0000	0.2632	1.0000	0.0000	-1.0000
B.	-0.1765	0.1304	0.0000	1.0000	-1.0000
A.	-0.3462	-1.0000	-1.0000	-1.0000	1.0000